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United Nations Development Fund for Women
Implementing the multi-year funding framework, 2005

Summary

The present document is the second report on the implementation of the UNIFEM multi-year funding framework (MYFF), 2004-2007, as approved in Executive Board decision 2004/10 and in line with decision 2004/20. The report tracks progress according to the goals and outcomes in the strategic results framework (SRF) and the organizational effectiveness matrix and in alignment with the projected integrated resources framework.

Elements of a decision

In taking note of the present report, the Executive Board may wish to recognize the focused efforts of UNIFEM to support programme countries in achieving the Millennium Development Goals (MDGs), including by harmonizing these efforts with other gender equality commitments such as the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women, and regional and national plans of action to achieve gender equality. The Executive Board may wish to encourage UNIFEM to continue to bring a gender equality perspective to coordination mechanisms such as United Nations Development Assistance Frameworks and national poverty reduction strategies through stronger partnerships with UNDP and United Nations Country Team (UNCT) members and in line with the recommendations in the Triennial Comprehensive Policy Review (TCPR) of operational activities of the United Nations system.

The Executive Board may also wish to encourage UNIFEM to continue to track progress on its MYFF according to the goals, outcomes and indicators in its results frameworks, and to encourage all countries that are in a position to do so to assist UNIFEM in reaching the targeted level of regular resources, including through multi-year pledges.

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I. Introduction

1. The past year, 2005, offered important opportunities for promoting and protecting women's human rights and advancing gender equality. It marked the 10-year review of the Beijing Platform for Action, the 5-year review of the Millennium Summit and the 5-year anniversary of Security Council resolution 1325. The call for a stronger focus on implementation, accountability and resources in support of gender equality initiatives echoed from every region of the world.

2. Last year also marked the intensification of United Nations reform and the roll-out of the aid effectiveness agenda, which prioritizes national ownership, mutual accountability and a stronger set of technical tools and processes for simplification and harmonization. Strengthening commitments to gender equality through the aid effectiveness agenda emerged as a key challenge. This shift requires a change in the way that gender equality entities and advocates operate.

3. As the report that follows shows, UNIFEM has implemented its multi-year funding framework (MYFF) to respond to these changing contexts. It is redoubling its efforts to develop sustainable national capacity in applying tools and methods that focus on implementation and accountability: gender-responsive budgeting (GRB); alignment of national laws and policies with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and regional human rights conventions; and the use of sex-disaggregated data as the basis for gender-responsive public policy formulation.

4. UNIFEM is using its convening power, knowledge and action networks to position women's rights advocates as effective interlocutors in national development planning in crisis and non-crisis countries. It is increasingly linking its activities and partners to strengthen gender perspectives in harmonization and coordination processes, including common country assessments and United Nations Development Assistance Frameworks (CCA/UNDAFs), Millennium Development Goals (MDGs) and Poverty Reduction Strategy Papers (PRSPs). Yet, at current levels of support and with its current positioning in the United Nations system, demands for partnership with UNIFEM often exceed its capacity to respond.

5. In 2005 the assessment initiated by the Consultative Committee (A/60/62-E/2005/10) was issued as an official document of the Economic and Social Council and the General Assembly (A/60/62-E/2005/10) and forwarded, by ECOSOC, for discussion to the UNDP-UNFPA Executive Board in January 2006. The resulting decision 2006/5 –in addition to GA resolution A/RES/60/137 – further strengthened the legislative framework and inter-governmental commitment to UNIFEM as an advocate for gender equality and an essential provider of technical expertise to United Nations country teams UNCTs in the context of United Nations reform. The assessment has stimulated a debate on the gender equality architecture of the United Nations.

Organization of the report

6. The present report is divided into three chapters aligned with the results frameworks approved by the Executive Board in January 2004 (DP/2004/5).

7. Chapter I introduces the report and provides background and context.

8. Chapter II focuses on *development effectiveness* and is organized according to the four outcomes in the MYFF framework, reporting on results related to macro-, meso- and micro-level change. It tracks progress in implementing the four goals outlined in the UNIFEM MYFF: ending feminized poverty, eliminating violence against women, reversing the spread of HIV/AIDS, and ensuring gender equality in democratic governance.

9. Chapter III tracks progress according to the goals highlighted in the UNIFEM *organizational effectiveness matrix*. It summarizes steps UNIFEM has taken to enhance its performance, partnerships and resources, including updated information on progress toward achieving the targets established in the *integrated resources framework*.

10. While UNIFEM contributes to the achievement of reported results, changes at the outcome level represent efforts of multiple actors, including national partners in government and non-governmental organizations (NGOs). UNIFEM plays the role of facilitator, advocate, technical adviser and convenor in achieving the results reported here, often together with United Nations partners, bilateral donors and other actors.

II. Development effectiveness

11. The four outcomes in the strategic results framework approved by the Executive Board (DP/2004/5) form the basis by which UNIFEM tracks progress toward greater development effectiveness in the context of the MYFF.

A. Outcome 1: Legislation and policies at national and regional levels are formulated and implemented to promote and protect women's human rights

12. In 2005 UNIFEM supported legislative and policy change to strengthen gender equality through initiatives in more than 30 countries. These included support to securing passage of or implement gender equality laws and policies in seven countries; to passing, drafting and implementing laws to address violence against women in 10 countries; to strengthening the gender dimensions of HIV/AIDS policies in three countries; to engendering constitutional change in six countries; and to advocating the removal of discriminatory laws in seven countries. UNIFEM has also continued its policy advocacy to mainstream gender equality into PRSPs in 18 countries.

The Convention on the Elimination of All Forms of Discrimination against Women

13. The ratification of the Convention by 182 countries creates significant opportunities to support national efforts to align laws and policies with global and regional commitments. UNIFEM support to Convention-related reporting and implementation reached over 60 countries. Its regional programme in Southeast Asia provided technical inputs to a draft implementation decree for the 2004 law on protection and development of women in the Lao People's Democratic Republic, and applied Convention principles in the drafting of the gender equality law in Viet Nam. Programme partners have initiated legal reviews of economic laws in the Philippines and legislation relevant to women's electoral participation at national and provincial levels in Indonesia. Under the UNIFEM South Asia programme,

convergence and divergence between the Convention and personal laws are currently being identified in India, Bangladesh and Pakistan. Peer learning among individuals and countries is another core strategy that UNIFEM employs to strengthen Convention-related reporting and monitoring.

14. The results of two evaluations of UNIFEM support to strengthening Convention-related monitoring and implementation have demonstrated effective ways to engage civil society and governments in the process of fulfilling human rights commitments. The first examined the UNIFEM-supported project 'From Global to Local: A Convention Monitoring and Implementation Project', implemented in partnership with the International Women's Rights Action Watch, Asia-Pacific.

15. Since 1997 nearly 190 women, representing NGOs from more than 80 countries, have been trained to provide substantive inputs into Convention-related sessions and reporting processes. An evaluation of UNIFEM work in the Pacific Islands identified the facilitation of a 'mock session' prior to the Samoan attendance at the United Nations Committee on the Elimination of All Forms of Discrimination Against Women as a good practice in assisting the Government delegation to better understand the reporting process and to prepare for the United Nations hearing. Such sessions have been replicated in Thailand and Cambodia. The evaluation recommended that UNIFEM promote more sector-specific approaches to the implementation of the Convention through coordination with the work of relevant United Nations organizations, regional organizations and donors.

National plans of action and gender equality laws

16. The ten-year review of the Beijing Platform for Action affirmed that at least 120 countries now have national plans of action on gender equality. In 2005 UNIFEM supported the creation, approval or stronger implementation of national gender equality plans, policies and strategies in seven countries, namely, Brazil, Dominica, Jamaica, Kazakhstan, Montenegro, Uruguay and Venezuela.

17. Efforts are being invested in *supporting or strengthening* the capacity of countries to introduce gender equality laws, including in Moldova, where the draft gender equality law was prepared in accord with international and national standards. The delegation of parliamentarians and women's NGOs from Tajikistan who attended the UNIFEM-organized regional consultation on best practices in drafting and enforcing gender equality laws, in 2004, subsequently conducted extensive advocacy work to lobby for a draft law on equal rights and opportunities, which was adopted by the Parliament in 2005.

Sector-specific laws and policies

18. UNIFEM continued to focus in every region on furthering laws and policies related to addressing violence against women registering progress in at least 13 countries[1] Advocacy by NGOs and gender equality advocates in government, supported by UNIFEM and others, are resulting in legislative advances in the area of domestic violence. In 2005, domestic violence laws were passed by the lower house of parliament in India and by lawmakers in Bulgaria. In at least six countries (the Democratic Republic of the Congo, the Eastern Caribbean States, Ghana,

[1] Afghanistan, Armenia, Azerbaijan, Côte d'Ivoire, the Eastern Caribbean, Georgia, the Great Lakes, Israel / Occupied Palestinian Territory, Kosovo, Nepal, Senegal, Somalia, Sudan

Kazakhstan, Nigeria and Zimbabwe), UNIFEM supported efforts to present drafts laws for ratification. In Nigeria, UNIFEM funded the creation of a draft bill on domestic violence and is a member of the task force set up to review the local courts act.

19. In 2005, UNIFEM continued to work with national AIDS councils, UNCTs, gender equality advocates, and women affected and infected by HIV/AIDS, resulting in legislative reform related to gender equality and HIV/AIDS policies in Burkina Faso, the Dominican Republic, Kyrgyzstan, Mali, Senegal and Togo. In Senegal, UNIFEM supported parliamentarians to use the Convention as a framework to analyse existing laws and identify practices that discriminated against HIV-positive women, resulting in a gender-sensitive draft law for the protection of persons living with HIV/AIDS to be tabled in Parliament in 2006.

20. Requests for UNIFEM assistance to maintain and implement positive action for women's political participation continue to grow, with UNIFEM providing support in 23 countries in 2005, including in 10 post-conflict countries. UNIFEM continues to support opportunities originating from commitments to positive action in Afghanistan, the Democratic Republic of the Congo, Iraq, and other post-conflict countries, and supported new efforts in Ecuador (where a 20 per cent quota was obtained for women magistrates in 2005), Lesotho, South Africa, and Zimbabwe (in partnership with the SADC Parliamentary Forum).

21. UNIFEM-supported legal and policy change to reduce feminized poverty has focused on identifying groups of women workers and helping them advocate for provisions that protect their rights and enhance their livelihoods. The main focus has been on women in the informal economy, especially migrant workers in Asia and the Arab States, home-based workers in Asia, and indigenous and Afro-descendant workers in Latin America.

22. Now in its fifth year, the UNIFEM programme in support of women migrant workers' rights in Asia and the Arab States continues to show results. In Indonesia, a local law on the protection of migrant workers in Blitar is awaiting passage. Public awareness of legislation on placement and protection of migrant workers began in December 2005. In Nepal, a foreign employment bill and regulation was drafted, and a draft code of conduct for the Nepal Association of Foreign Employment Agencies has been agreed. The Ministry of Labour in Jordan is evaluating its internal regulations and investigating violations against women migrant workers, monitoring labour recruitment offices, and working closely with the Ministry of the Interior and the Police Department. Lebanon and Syria have shown interest in amending labour laws to include women migrant workers.

Policy changes related to resource allocation and PRSPs

23. UNIFEM has supported gender equality advocates in securing increased budgetary allocations within the context of new aid modalities, through PRSP processes and through advocacy with governments. Other changes in resource allocations have taken place largely within the context of work on gender-responsive budgeting, with a focus on building the capacity of ministries of finance, among others, to apply these tools to national and local budgets (see outcome 2).

24. UNIFEM launched an initiative to assist gender equality networks and organizations in Central and Eastern Europe (CEE) to master the new financial instruments that will guide European Union development aid as of 2007. Advocacy

by UNIFEM partners resulted in the inclusion of a reference to the need to allocate resources to gender equality programmes in the Instrument for Pre-Accession Assistance and the European Neighbourhood and Partnership Instrument.

25. In 2005 UNIFEM partnered with the Nigeria Institute of Social and Economic Research and others to support mainstreaming gender equality into the 'NEEDS/SEEDS' (national and state-level PRS) process. UNIFEM assisted the Government of Nigeria to develop gender-responsive guidelines for state governments, particularly with regard to allocation of resources; and is co-chairing a donor coordinating group, with negotiations ongoing to develop a basket funding mechanism to promote gender equality.

26. In Senegal, the UNIFEM-supported GRB initiative, housed within the PRSP Monitoring Unit, serves as a tool to link policy planning, PRSPs and MDGs with budgeting. The initiative has resulted in agreements for joint activities between UNIFEM and the Parliamentary Centre for the training and sharing of experiences in GRB among parliamentarians in the subregion and with the UNDP Subregional Resource Facility (West and Central Africa); and an agreement with Cheick Anta Diop University to produce methodological tools and analytical frameworks for five pilot sectors.

27. Advocacy activities supported by the Gender and Race Equality Programme in Brazil, which UNIFEM supports, resulted in an increase in the 2004 annual budget of the Special Secretariat for Policies for Women from R$8 million (US$3.6 million) to R$22 million (US$10 million) to R$24.6 million (US$11.15) in 2005.

B. Outcome 2: Mainstream institutions demonstrate leadership, commitment, technical capacity and accountability for gender equality

28. UNIFEM supports the long-term process of institutional change toward gender equality by strengthening capacity of national and local partners to institutionalize tools such as sex-disaggregated data (39 instances) and gender-responsive budgets (20 countries), and by building strong partnerships between government and NGOs. In 2005 UNIFEM contributed to positive institutional changes through partnership with an increasingly wide range of government ministries, including ministries of finance and labour, the judiciary, law enforcement, parliaments, national AIDS councils, and municipalities. UNIFEM is expanding its partnerships with other actors, including private-sector partners and faith-based groups. In 2005 UNIFEM significantly increased its influence in inter-agency needs assessments and peacebuilding initiatives.

29. Institutional change towards gender equality is a long and difficult process. The UNIFEM approach involves: (a) identifying in each context the specific institutions that offer the greatest potential for women's equal rights, justice and opportunities; (b) developing internal and external long-term partnerships for sustainable institutional change; and (c) building institutional capacity to enhance understanding of and accountability for gender equality. The table below highlights the number of existing and new policy-making institutions at local, national and regional level with which UNIFEM partnered in 2005.

Partners	Africa	Asia-Pacific/ Arab States	CEE/CIS	LAC
Government – miscellaneous and/or cross-sectoral[2]		11	12	3
Ministries of finance	1	5	1	2
Ministries of labour		5	1	
Ministries of planning	3	2		1
Ministries of education		5	2	
Ministries of telecommunications	1	1		
Ministries of justice judiciaries	5	5	1	
Parliaments	4	5	2	1
National AIDS councils	4	3	1	2
Municipalities/City councils	1	3	1	5
Police/Law enforcement	3	6	1	
Faith-based groups		2		
Trade unions		2	2	
Private sector partners	1	5		1
Regional organizations	4	1		2
Truth and reconciliation commissions	2			

30. The focus on MDGs, PRSPs and other aid modalities – coupled with calls for evidence-based advocacy – demands accurate and up-to-date local, national, regional and global data, disaggregated by sex. Though UNIFEM neither collects nor generates such data, in 2005 it worked as an advocate and facilitator to improve coordination in producing and commitment to using sex-disaggregated data as a basis for public policymaking in 31 countries. In many of these efforts, UNIFEM has worked in partnership with regional economic commissions and other United Nations organizations. In 2005, UNIFEM supported the national statistics institute of Mexico for the sixth time in hosting an annual gender and statistics/indicators workshop in Aguas Calientes, which attracts numerous Latin American countries (in this case, Central America, Peru, Bolivia, Colombia and Venezuela), as well as representatives from other parts of the world. The meetings have resulted in Mexico's supporting capacity-building in several Central American countries.

31. UNIFEM supports improved data on the incidence of violence against women, and the links between HIV/AIDS and poverty. Working at the subregional level, UNIFEM built on its ongoing work with seven countries in South Asia to forge an agreement at the gender database meeting of the South Asian Association for Regional Cooperation to begin harmonizing region-wide data on violence against women. In many regions, the issue of women's unpaid care work is increasingly seen as a policy issue needing greater attention. UNIFEM supported data-gathering on women's time-use needed for strategic policy recommendations in Tanzania, Ecuador, Chile, Mexico and Uruguay.

Gender-responsive budgets

32. Four years of intensive programming on gender-responsive budgeting (GRB) have demonstrated that changing resource allocations is possible, as UNIFEM has seen results at both local and national levels. UNIFEM has provided support on GRB in more than 30 countries over the past four years. The second phase of UNIFEM work on GRB will pilot focused strategies for strengthening institutions in

[2] Ministries of tourism, interior, investment, transport, health, human rights commissions, ombudsman's offices

a smaller number of countries to introduce sustainable change, and will build partnerships with other multilateral organizations to extend GRB support to a larger number of countries.

33. UNIFEM-supported GRB work has contributed to sustainable structural changes where finance and other ministries are instituting policies that ensure budgeting from a gender perspective, as is seen at the national level in Egypt, India, Morocco and Venezuela, and at the local level in Bolivia, Ecuador, India and Morocco. In Morocco, the first 'engendered' economic and financial report was produced; it accompanies the 2006 finance bill. A gender report, annexed to the economic and financial report, will serve as a baseline to measure progress towards GRB in the four ministerial departments (finance, health, education and agriculture). The UNIFEM collaboration with the National Council for Women and the Ministry of Finance in Egypt has resulted in resources for gender equality doubling, to LE3.257 billion (US$5.7 million) in the 2002-2007 plan. UNIFEM has also technically supported the establishment of an equal opportunity unit linked directly to the Minister of Finance.

The gender dimensions of HIV/AIDS

34. A creative partnership between UNIFEM and the Indian Railways – the third largest employer in the world – to incorporate gender-responsive policies and practices related to HIV/AIDS is registering concrete achievements: wives of men who have died of AIDS are being employed through the railways; workers living with HIV/AIDS facing harassment and stigma are being offered alternatives; individuals are increasingly demanding voluntary testing and antiretroviral drugs are being provided free of charge; and communications strategies are changing attitudes and redefining male responsibility shifting the debate from 'illegitimate sex' to 'safety in sexual relationships'. The project is a recognized model of public-sector intervention, and, with UNFPA, representatives of the Chinese Railways have visited the programme to look into possibilities for replication.

Reducing feminized poverty

35. In the Arab States and Africa, UNIFEM is linking government and private sector partners to enhance women's access to and control over the benefits of information and communication technologies (ICTs), particularly to address feminized poverty. The successful programme in Jordan with Cisco Systems has been scaled up, and replications are operating in Morocco and Lebanon. Private-sector partners – from Microsoft to Lego Robotics – are being drawn into the 'e-village' programme to expand economic opportunities in rural villages, including for women. The Cisco replication in Morocco involves the Ministry of Education, the Ministry of Professional Training, USAID, Cisco and UNIFEM. This is the first time that a United Nations organization has designed a nationwide programme with a private-sector company in the country. Ministries of labour are also increasingly becoming UNIFEM partners around issues of home-based workers and migrant women workers in Asia and the Arab States.

Eliminating violence against women

36. Combating violence against women requires solid institutional capacities and commitments from the law enforcement, justice and health sectors, along with partnerships with municipalities to make cities safe for women. Ministries of justice and the judiciary are key partners in this effort in Burundi, Nepal and Peru. In Nepal, as part of the anti-trafficking project, the National Judicial Academy has drafted minimum standards of victim-related judicial conduct and is training district judges to apply them. The National Human Rights Commission of Nepal has agreed to locate the national rapporteur on trafficking in their office. In the Southern Cone, UNIFEM supported Red de Mercociudades to strengthen the social and political participation of women to enable them to create safer public spaces. In Afghanistan, an inter-ministerial commission to eliminate violence against women has been established by a presidential order. Military and police in selected provinces of the Democratic Republic of the Congo have established mixed commissions on sexual exploitation and gender-based violence.

37. Multi-stakeholder initiatives are also important underpinnings for institutional change. UNIFEM is assisting the Government of Morocco to implement the reform of its personal status code (*Mudawnana*) through a multi-dimensional initiative to change the application of the law in the family courts. In Central America, UNIFEM support to parliaments led to an agreement to establish an inter-parliamentary network specifically to confront femicide in the region, linking to UNIFEM support to ISIS-Latin America to create a Latin-American database on femicide.

Strengthening women's participation in peace processes

38. In 2005 UNIFEM tracked 13 examples of its support to inter-agency initiatives on peace and security.[3] UNIFEM worked to 'engender' the response to the tsunami in South and Southeast Asia and Somalia, and to hurricane Ivan in the Caribbean in partnership with the Caribbean Development Bank. In 2005 UNIFEM participated in five United Nations - World Bank post-conflict needs assessments.[4] Somalia's joint needs assessment team adopted the UNIFEM gender equality methodology note and gender equality checklist, and subsequently included gender experts among the national expert group, appointed women as zonal co-coordinators, and enhanced attention to gender and human rights in the cluster analyses. Women's participation in the Peace and Reconciliation Conference for Somalia resulted in the incorporation of affirmative action for women's electoral representation in the transition charter.

39. Critical to sustainable strategies for mainstreaming gender equality in peace agreements are UNIFEM partnerships with regional organizations, particularly in Africa (such as the African Union, the Inter-Governmental Authority for Development, the Economic Community of West African States and the Economic Commission for Africa). For example, UNIFEM has continued to provide technical and financial support to gender mainstreaming in the International Conference on Peace, Security, Democracy and Development for the Great Lakes Region. A protocol on women's rights and sexual and gender-based violence was adopted at

[3] Afghanistan, Armenia, Azerbaijan, Côte d'Ivoire, the Eastern Caribbean, Georgia, the Great Lakes, Israel / Occupied Palestinian Territory, Kosovo, Nepal, Senegal, Somalia and Sudan

[4] Haiti, Iraq, Liberia, Somalia and Sudan

the technical level and awaits endorsement by the Heads of State during the 2006 Summit.

40. The extent to which UNIFEM is engaged with coordination mechanisms and processes and is influencing UNCTs for gender equality in line with the TCPR (A/59/RES/250) will be covered in the next chapter on Organizational Effectiveness.

C. Outcome 3: Gender equality advocates have knowledge and are positioned to spearhead and transform policies, programmes and resource allocations

41. UNIFEM initiatives build or facilitate enhanced capacities in national and regional networks of gender-equality advocates to secure gender-equitable policies, programmes and resource allocations. UNIFEM is increasingly focusing on specialized groups, such as networks of HIV-positive women, migrant women, indigenous women, rural women, women parliamentarians and ministries of women's affairs. In 2005, UNIFEM provided technical support to nearly 30 ministries of gender or women's affairs at the national level, as well as to networks bringing together ministers in Africa (in collaboration with UNFPA), Central America, the Commonwealth of Independent States (CIS), the English-speaking Caribbean and South Asia. It contributed to the establishment or strengthening of more than 50 national and regional non-governmental women's networks and multi-stakeholder groups advocating for women's rights, including through the United Nations Trust Fund to End Violence against Women.

Ministries of women's affairs

42. In Central America, UNIFEM is supporting women ministers from the region who have formed the Council of Women Ministers of Central America within the structure of the Central American Integration System, which was approved by the Presidents of Central America at their 26th Heads of State meeting. The Ministers agreed that placing women's interests on the region's economic agenda is their highest priority.

43. In Afghanistan, UNIFEM supported the Ministry of Women's Affairs to involve 25 other ministries in the development of a national action plan for women in Afghanistan. The action plan has been integrated into the planning process for the Interim-Afghan National Development Strategy (its first PRSP), and into the London Compact prepared for the January 2006 donors' conference.

Women candidates

44. In 2005 UNIFEM provided support to women as candidates and women parliamentarians in every region and in 16 countries[5]. As a result of the symposium held in Beirut, the Arab Women Parliamentary Network was established within the Women's Affairs Committee of the Arab Parliamentary Union. UNIFEM provided specific training to potential candidates and supported the mobilization of women candidates for both national and local contests. UNIFEM engaged in education of

[5] Afghanistan, Azerbaijan, Burundi, DRC, Ecuador, Fiji, Lesotho, Liberia, Nigeria, Paraguay, Samoa, South Africa, Sudan, Timor Leste, Venezuela, and Zimbabwe.

women voters in Liberia contributing to the election of the first African woman President, Ellen Johnson-Sirleaf.

Women's networks

45. UNIFEM is supporting networks of HIV-positive women in Cambodia, Cameroon, the Caribbean, the Dominican Republic, Ecuador, Honduras, India, Kenya, Mexico, Nigeria, Sierra Leone, West Africa, and a new pan-African network to enhance their policy advocacy. UNIFEM supported advocacy efforts of the Positive Women's Network of India, resulting in the national machinery for women and other ministries responding decisively to mainstream issues of women living with HIV/AIDS. The network is strengthening its work at the state and district levels, and has mainstreamed priorities in the next phase of the national AIDS plan.

46. UNIFEM is strengthening its cooperation with and support to networks of indigenous women, especially in Latin America and Central and Eastern Europe. In Brazil, UNIFEM is supporting an innovative partnership between Afro-descendant and indigenous women to build a common agenda against discrimination.

47. UNIFEM support and advocacy to change the gender balance and outcomes of peace negotiations and responses to natural disasters have intensified significantly over the past 10 years, with examples emerging in 2005 from Afghanistan, Armenia Azerbaijan, Côte d'Ivoire, the Eastern Caribbean, Georgia, the Great Lakes, Israel and the occupied Palestinian territory, Kosovo, Nepal, Senegal, Somalia, Sudan, and tsunami-affected countries. With many years of experience in these processes now in over 20 countries, UNIFEM has developed an approach that consistently yields gains for women's rights in peacebuilding. For example, in 2005 UNIFEM worked with women from the North and South of Sudan to develop a united agenda and to present a joint statement of recommendations to the Oslo donors' conference.

48. In 2005, UNIFEM was asked by Israeli and Palestinian women leaders to organize a dialogue between them to identify their common priorities for peace, which resulted in the formation of an official international women's commission to support a just and sustainable Israeli-Palestinian peace. The commission was endorsed by a decree from the President of the Palestinian National Authority, while the Israeli Knesset endorsed the participation of women in the peace process.

49. UNIFEM works to expand women's earning potential by linking this to PRSPs and other elements of macroeconomic reform. In addition, UNIFEM supports women's entrepreneurial activity at the ground level. Activities are taking place in Jordan, Lebanon, Morocco; Burundi, Cameroon, Rwanda, Zambia; India and Laos. In post-tsunami Aceh, UNIFEM provided local women's groups with direct assistance to rebuild their businesses. The UNIFEM team in Aceh is using this experience to ensure gender mainstreaming in larger microcredit institutions as women articulate the need for access to larger credit facilities.

50. Expanding the influence of women to advocate for greater access to justice remains high on the UNIFEM agenda. In Southern Africa, a court digest has been developed, with UNIFEM support, which will be used to raise the profile of women judges and equip them for leadership roles in their respective judiciaries and justice delivery systems.

D. Outcome 4: Harmful and discriminatory attitudes and practices change to promote and protect the rights of women and girls

51. In 2005 UNIFEM worked to increase the reach of media organizations and professionals to generate messages and stories in support of gender equality in 23 countries, as well as through three subregional initiatives. It has contributed to strengthening establishing more than 30 institutional mechanisms that directly address gender-based violence. It supported a number of efforts in all regions to address gender disparity in wages, including through support to migrant women workers, women's access to ICTs, and increasing entrepreneurs' access to markets.

52. UNIFEM contributes its technical expertise and funds to United Nations partnerships in support of national elections. The Iraq national constitution and referendum awareness campaign complemented an extensive direct outreach and training, that UNIFEM supported, which contributed to a 60 per cent voter turnout. A United Nations-supported media campaign in the Democratic Republic of the Congo included a component to encourage women's participation in a referendum to include gender-equality provisions in the constitution and electoral law. It employed a mix of media, reaching over 20,000 people. Sixty per cent of the voters were women.

53. Winning the hearts and minds of a broad general public – young men, law enforcement, and women and girls themselves – is central to reducing violence against women and girls. Annual vehicles for this work include the International Day to End Violence against Women and the '16 Days of Activism to End Violence against Women' (25 November to 10 December), celebrated by thousands of groups and in hundreds of countries worldwide. Coordination is organized through women's human rights networks and increasingly taken up by gender theme groups at the country level.

54. Since 2004, UNIFEM has been working closely with Full Jazz, a women-owned advertising company in Brazil, to create publicity pieces to raise funds to combat violence against women through a national trust fund. In 2005 the campaign raised $45,000 in local contributions.

55. UNIFEM support to institutional mechanisms and outreach to new constituencies to reduce gender-based violence included work with law enforcement, justice systems, service providers, multi-stakeholder partnerships, men's networks and faith-based institutions. UNIFEM supported women's networks to provide training on preventing and responding to domestic violence cases to police in the Democratic Republic of the Congo, Rwanda, Sierra Leone, and India. UNIFEM is working to improve the conditions of shelters in Afghanistan and Peru and with men's groups in Grenada, India, Kazakhstan, and Nepal. In South Asia, UNIFEM is developing innovative partnerships with inter-faith religious leaders on the supportive role of men in addressing violence against women, resulting in religious leaders advocating steps to reduce it in their regular sermons. This process is being scaled up in India, Bangladesh and Nepal.

56. Challenging the attitudes and stereotypes that perpetuate women's unequal remuneration for their labour has permeated a number of UNIFEM initiatives, particularly in CEE/CIS, Asia and the Arab States. UNIFEM works to strengthen evidence-based advocacy, support collective action and build women's capacity to enhance their income power through partnerships with the International Labour

Organization (ILO), the World Bank, regional economic commissions and local research institutions.

57. In the CEE/CIS region, UNIFEM produced a study, *The Story Behind the Numbers*, which provides a more nuanced picture of women's economic situation in the region as a backdrop for national efforts on the MDGs, questioning what gender equality means when both men and women have few opportunities in labour markets. The bi-annual *Progress of the World's Women, 2005*, makes a strong case for assiduously documenting and supporting women's participation in the informal economy as a key strategy for poverty reduction, and incorporating more targets and indicators related to women's employment in national MDG reports.

Challenges and future priorities

58. Over the past eight years, UNIFEM has strengthened its focus on supporting countries to achieve policy and legal change or strengthening, in alignment with the Convention on the Elimination of All Forms of Discrimination against Women and other normative agreements. Evaluations and assessments have demonstrated that this needs to be paired with a strong focus on addressing customary and traditional laws, particularly at local levels. This is an emerging area of programming for UNIFEM in 2006.

59. The aid-effectiveness agenda promises new modalities, opportunities and challenges for gender equality, but the voices and perspectives of gender equality experts and advocates have largely been absent from the agenda-setting process. UNIFEM first convened with the European Union on this topic in November 2005, beginning a process full of potential and threats. Sharpening the UNIFEM strategy on mainstreaming gender equality into aid effectiveness is a high priority for 2006-2007.

60. Despite the larger numbers of United Nations organizations working on ending violence against women, a coordinated, unswerving and effective response to this crisis from the multilateral system – especially in conflict and post-conflict areas – remains elusive. UNIFEM has been working with other United Nations partners in all regions to address this gap, but progress has been slow. In 2006, UNIFEM will continue to work with UNDP, UNFPA, the United Nations Children's Fund (UNICEF), the World Health Organization (WHO) and NGO partners to step up action on addressing rape in conflict situations, and will also deepen work with sister agencies to strengthen knowledge and investment in effective strategies for reducing violence against women. UNIFEM is partnering with the World Bank to develop evaluation guidelines of the results of grants from the United Nations Trust Fund to End Violence against Women.

61. Expanding UNIFEM support to efforts to improve use of data and statistics as a basis for more gender-responsive policies and programmes at the national level will require greater focus and linkages to concrete results. Support is often in response to requests and opportunities emerging from programming related to MDGs, PRSPs and UNDAFs. UNIFEM is finalizing a review of its data and statistics work to devise a strategy built on effective partnerships with United Nations organizations, national statistics institutes and others.

62. UNIFEM reporting on outcome 4 of its MYFF remains the weakest aspect of its work. Additionally, most UNIFEM programmes have not collected the base-line

data that facilitates understanding of changes in attitudes and practices. Initiatives to improve implementation and reporting on outcome 4 will take place in 2006-2007.

III. Organizational effectiveness

63. The five performance goals in the framework approved by the Executive Board (DP/2004/5) are used to track progress towards greater organizational effectiveness of UNIFEM in the context of the MYFF.

A. Goal 1: Coherence, relevance and sustainability of UNIFEM products and services recognized

64. In reporting on this goal, UNIFEM reviews the extent to which its products and services respond to opportunities and demand; how its capacity and timeliness in monitoring and tracking results are changing; the extent to which its innovations are replicated or scaled up; and how learning from evaluation and knowledge management systems influence programme strategies and directions.

65. In 2005 UNIFEM tracked 19 instances of replication or scaling up, compared to 28 instances in 2004.[6] Governments, United Nations organizations and NGO partners are the primary constituencies that replicate or scale up UNIFEM-supported initiatives. In 2005, UNIFEM provided technical advice to the secretariat of the New Partnership for Africa's Development to develop a plan of action to involve women in 'engendering' the African Peer Review Mechanism. This will be replicated by the African Union throughout the region. The process used by Nigeria to 'engender' the National AIDS Council through capacity building is being scaled up through the West Central Africa SURF with the goal of 'engendering' national and regional HIV/AIDS policies.

66. UNIFEM continued to promote better content and dissemination of electronic products, for example, by revamping its website (which had 17.7 million hits in 2005). Obtaining reliable and up-to-date information on the relevance of its programmes from high quality evaluations – and using the findings to improve performance – is a high priority for the organization, which undertook seven evaluations in 2005, still noting the need to strengthen this function. To improve results-oriented reporting and evaluation, UNIFEM finalized a rights-based 'Essential Guide to Results-Based Management' and a core group was established to act as a dynamic network of internal RBM resource persons.

67. The resolution on UNIFEM (A/RES/60/137) adopted by the General Assembly in October 2005 was an important recognition of UNIFEM efforts and contributions.

B. Goal 2: Capacity of UNIFEM programmes aligned with demand and opportunities to introduce and support innovation, learning and results

68. UNIFEM tracks its influence in United Nations reform processes, including MDGs; CCA/UNDAFs; PRSPs and aid-effectiveness processes; its role in the

[6] In 2004 numerous projects were completing their programme cycle, as compared to those in 2005 that were in their first stages, accounting for the slight decline in examples in this category.

United Nations Development Group (UNDG) and UNCTs. It aligns its work with the recommendations related to strengthening action on gender equality contained in the TCPR (A/59/RES/250), and assesses the extent to which these processes become platforms for strengthening commitments to and investments in women's empowerment. UNIFEM stepped up its activity in all these processes in 2005.

69. UNIFEM assumed the chair of a UNDG task force on gender equality formed as a follow-up to the TCPR resolution, with a 5-point work plan and involvement of 13 United Nations organizations. The task force has reviewed of the last generation of CCA/UNDAFs and undertaken field-based reviews in three countries as part of its work plan, as well as a review of resident coordinator annual reports for 2004 and a review of accountability mechanisms embedded in the policy and programming guidance of the four United Nations Executive Committee agencies and ILO. The findings of these will form the basis of recommendations for a common approach to strengthening accountability for gender equality programming and policies of the UNCTs and will be shared with the UNDP Principals.

70. In 2005, UNIFEM contributed to CCA/UNDAF processes in 37[7] countries (compared to 14 in 2004), to MDG processes in 32[8] (compared to 15 country and five regional initiatives in 2004), to inter-agency initiatives on peace and security in 13, and chaired 15 gender theme groups (compared to 11 in 2004)[9] while participating in numerous others where there is no UNIFEM office.

71. UNIFEM work on CCA/UNDAFs is most meaningful when it leads to commitment to and resources for gender equality, as it did in Uganda where the inclusion of specific gender-related outcomes and outputs in the results matrix facilitated the development of a UNIFEM/UNDP joint programme on sexual and gender-based violence. With respect to the UNCT, several resident coordinators have requested UNIFEM support to undertake gender audits or reviews of UNCT performance, including in Morocco and Zimbabwe. Results of the audit in Zimbabwe have generated a request by the new deputy representative of UNFPA for UNIFEM to do the same for the Mozambique UNCT.

72. Within the UNCTs, UNIFEM chairs or co-chairs inter-agency thematic and working groups on gender, as well as theme groups on HIV/AIDS, poverty, governance and data. The activities of the gender theme groups are in many cases lowering transaction costs for governments by advocating for a more harmonized approach by the United Nations to support gender equality plans and mechanisms, as has been the case in Zimbabwe, Kazakhstan and Kosovo. To increase the capacity of the gender theme groups to mainstream gender equality into United Nations reform, UNIFEM led an inter-agency group in New York which produced "A Resource Guide for Gender Theme Groups", which was circulated to UNCTs by the

[7] Eritrea, Ghana, Niger, Senegal, Tanzania,Uganda, Zimbabwe; Bangladesh, Bhutan, Egypt, Jordan, Lebanon, Morocco, the occupied Palestinian territory; Belize, Colombia, Ecuador, Honduras, Mexico, Suriname, Venezuela; Afghanistan, Laos, Cambodia, Indonesia, Kyrgyzstan, Kazakhstan, Thailand, Vietnam; Barbados, Burundi, Central African Republic, Liberia, Nigeria, Rwanda, Sierra Leone and Guyana.

[8] Azerbaijan, Kyrgyzstan, Kazakhstan, Kosovo, Tajikistan, Morocco; Bhutan, Eritrea, India, Kenya, Mauritania, Mozambique, Senegal, Zambia, Zimbabwe; Cambodia, China, Egypt, Nepal; Argentina, Barbados, Bolivia, Brazil, Colombia, Ecuador, Guatemala, Mexico, Nicaragua, Paraguay, Peru, Uruguay and Venezuela.

[9] Colombia, Ecuador, Fiji, Haiti, Honduras, Mexico; Kazakhstan, Kosovo, Kyrgyzstan, Russian Federation, Morocco; Liberia, Nigeria, Sierra Leone and Zimbabwe.

Development Group Office and was used to train 45 UNCTs with support from UNDP and UNIFEM.

73. UNIFEM leadership of gender theme groups provides opportunities to rally the UNCT around joint initiatives, even where UNIFEM lacks presence. In China, UNIFEM is managing a gender facility fund at the request of the Resident Coordinator that brings together all United Nations organizations in soliciting and supporting proposals from Chinese organizations.

Approaches to mainstreaming a gender perspective in the MDGs

74. With regard to influencing MDG processes at national, regional and global levels, 'Pathway to Gender Equality' (co-published by UNIFEM and the German Agency for Technical Cooperation in 2004) – which has now been disseminated in more than 10 languages – made the policy case for bringing the MDGs and national development strategies into line with the requirements of the Convention on the Elimination of All Forms of Discrimination Against Women and the Beijing Platform of Action. This has influenced programming on the ground, as in Kyrgyzstan, where the MDG project that UNIFEM executed for UNDP adopted harmonized gender indicators for monitoring commitments to the Convention, the Beijing Platform and MDGs, and contributed to a stronger gender equality perspective in the second MDGR and PRS.

75. A two-year, five-country UNDP project executed by UNIFEM has demonstrated innovative approaches to bringing a stronger gender equality perspective to MDG processes. In Cambodia, strengthened partnerships between civil society, unions, women's groups, government and United Nations partners have enhanced gender mainstreaming in the national strategic development plan and the updated Cambodian MDG report. In Kenya, results from dialogues with poor women have fed into government initiatives on PRSPs, the CCA/UNDAF, and the costing exercises of the Millennium Project. In Morocco, the pilot project launched an 'engendered' MDG report and is now focused on gender-responsive MDG costing implemented by Ministry of Finance, which in turn has increased the gender-equality content of the CCA/UNDAF. The pilot project in Peru focused on the MDG campaigning activities of the UNCT, using media outreach resulting in increased actions related to MDGs, especially among women's networks, youth, academia, and public officials.

C. Goal 3: Strategic partnerships generate new and expanded constituencies and learning for gender equality

76. UNIFEM partnerships with Member States and women's networks are covered in other sections of this report. This Goal refers, primarily, to strategic partnerships with multilateral, international NGO and private sector partners.

Multilateral organizations and international NGOs

77. UNIFEM stimulated critical dialogue on the gender-equality dimensions of aid effectiveness through its partnership with the European Union, holding a joint meeting in Brussels in November 2005, 'Owning Development: Promoting Gender Equality in the New Aid Modalities and Partnerships'. The results of that first meeting were fed into a joint meeting of the OECD-DAC gender network and the Inter-Agency Network on Gender Equality in early 2006 and are informing

networks and entities working on women's human rights so that they can become key interlocutors as aid-effectiveness policies and practices are rolled out.

78. In 2005, UNIFEM was executing 18 projects for UNDP as compared to 10 projects in 2004. UNDP country offices reported on 95 instances in 75 countries of partnerships with UNIFEM in 2005. The Evaluation of gender mainstreaming in UNDP (DP/2006/5) reported that 70 per cent of country offices cited "effective or very effective" cooperation between the two organizations. In 2005, the new Administrator appointed the UNIFEM Executive Director as a full member of the Strategic Management Team.

79. UNIFEM is partners in over 40 inter-agency initiatives at both field and headquarter levels. It continues to have strong partnerships with UNFPA and UNICEF, including on ending violence against women, gender and HIV/AIDS, and gender-responsive budgeting. A particularly innovative area that emerged in 2005 was the collaborative work on the prevention of gender-based violence, an initiative spearheaded by UNIFEM, UNDP, UNFPA, WHO and civil society partners.

80. Stronger partnerships with new United Nations organizations emerged in 2005, including with the United Nations Office on Drugs and Crime on the issue of HIV/AIDS among women drug users in India; the International Telecommunications Unit in Senegal; FAO on food security in the context of HIV/AIDS; UN-HABITAT on safe cities for women; IFAD on reaching rural poor women; and ILO on informal-sector employment for women. Concrete initiatives have emerged with the World Bank on MDG Goal 3 and ending violence against women. UNIFEM has also expanded private sector partnerships, including with Johnson & Johnson (supporting the United Nations Trust Fund to End Violence against Women), Calvert Investment Group, and Cisco Systems (in the Arab States).

81. UNIFEM is developing partnerships with ActionAid in Africa on HIV/AIDS and in Asia on women's access to land resources; with Eurostep and the Open Society Institute in Europe to link gender equality advocates from CEE/CIS with changes in European Union funding modalities for accession countries; with the National Democratic Institute on women's political participation; and with CARE International in a programme to be funded by the Department for International Development (DFID) and coordinated by the Institute of Development Studies on "drivers of women's empowerment".

D. Goal 4: Management and administration of financial and human resources aligned with commitment to excellence, empowerment and rights

82. In 2004, UNIFEM and UNDP finalized updated operational guidelines to underpin administrative and financial accountability, service provision, and procedures between the two organizations. In 2005, the focus was on finalizing the specific areas of authority and accountability needed to ensure effective, efficient programming, particularly in the light of new capacities made possible by the Atlas system and management reforms being instituted through the United Nations reform process. In 2005, the two organizations finalized the establishment of the UNIFEM Management Oversight Committee to safeguard the accountability of the Administrator; moved towards a new audit regime for UNIFEM; built staff

capacities in Atlas and other administrative and financial competency areas; and worked on realigning structures, systems and processes.

83. In 2005, significant focus was placed on strengthening cooperation between UNIFEM and UNDP in the UN or UNDP regional centres, focusing on Bratislava and Johannesburg. UNIFEM moved its sub-regional office from Harare to Johannesburg to facilitate a stronger partnership. While joint programming has been formulated in both sub-regional offices as a result, clarification over financial responsibility is required.

84. The revised guidelines between UNDP and UNIFEM stipulate that service level agreements (SLAs) for cost recovery arrangements be negotiated and finalized between the two parties. At the time of reporting six agreements were signed and four others were under negotiation.

85. During the last quarter of 2005, a UNIFEM task team worked with a UNDP management consulting team to conduct functional analysis and identify priorities for alignment in the context of simplification and harmonization measures. UNIFEM will prioritize the strengthening of its human and operational capacities in the first part of 2006.

86. UNIFEM is using Atlas more effectively in day-to-day operations. Atlas has largely clarified the respective roles of UNIFEM subregional programmes and UNDP country offices in administrative and finance actions.

E. Goal 5: Larger, more diversified and more reliable resource base supports capacity of UNIFEM to meet opportunities and commitments

87. Overall, UNIFEM total income reached a record high of $57.6 million, compared with a total income of $51.1 million in 2004. UNIFEM exceeded its overall MYFF target for the year of $43.4 million. 2005 core contributions stood at $22 million, against the $25.4 million anticipated in the UNIFEM MYFF. Core contributions were lower than the $23.2 million secured in 2004.

	Projected 2005*	Actual 2005*	Actual 2004*
Core	25.4	22.0	23.2
Non-core	15.0	31.6	25.9
Miscellaneous	2.0	4.0	2.0
Total	42.4	57.6	51.1

**In millions of dollars.*

88. A total of 42 bilateral donors contributed to UNIFEM core funds, compared to 43 in 2004, reflecting increased support from some donors and reductions from others.

89. Seventeen Governments increased their contribution, including Andorra, Australia, Bangladesh, Czech Republic, Finland, Guyana, Ireland, Luxembourg, Mexico, New Zealand, South Africa, Spain, Sweden, Switzerland, Singapore, Turkey and the United States. The Governments of Azerbaijan and Syria became

new donors, and the Government of Pakistan resumed as a contributor to core resources.

90. Real growth resulted from the significant increase in cost-sharing and Trust Fund agreements. Actual amounts received were $27.7 million in 2005 compared to $20.00 million in 2004 for cost-sharing and $3.9 million in 2005 compared to $5.9 million in 2004 for Trust Funds.

Challenges and future priorities

91. The significant rise in the numbers of CCA/UNDAF and MDG processes to which UNIFEM has contributed in 2005 is an indicator of how UNIFEM staff are expanding access to technical expertise for governments and UNCTs. Yet staff report that these processes often require a high degree of input while generating too few gender-equality benefits. A rigorous review of efforts to date, better internal policy guidance, and identification of specialized staff for this work are needed to increase the return on investment.

92. UNIFEM recognizes the need to improve capacity and output in documenting and marketing innovations to support gender equality and women's rights that can be scaled up and replicated. It is taking several steps in this direction: (a) Strengthening its evaluation capacity to be able to back up its claims of what works with more rigorous evaluation data; (b) Participating in a cross-regional research programme on 'women's empowerment drivers' sponsored by DFID, housed at the Institute for Development Studies, and partnering with research institutes in Bangladesh, Brazil, Egypt and Ghana; (c) Focusing more systematically on innovation and impact, including through a potential partnership with the World Bank and the launch of an 'innovation institute' with UNDP and other United Nations partners.

93. While progress has been made on the recommendations of the assessment commissioned by the Consultative Committee and on the programmatic partnership with UNDP, key actions are still needed in critical areas. The United Nations reform process offers important opportunities to address these actions; to increase the authority, status and resources of UNIFEM to strengthen the ability of the United Nations system to deliver greater gender equality expertise and advocacy, and to achieve greater coherence, especially at the level of the UNCT to assist countries to realise their gender equality commitments in the context of national ownership.